

Vice-recteur à la gouvernance - Vice-President, Governance

From: Allan Rock
Sent: Wednesday November 12, 2008 5:33 PM
To: Robert Major; Victor Simon; Mona Nemer; Nathalie Des Rosiers
Cc: Andrée Dumulon; Julie Cafley; Alastair Mullin
Subject: RE: Student Appeal Centre Annual Report - Rapport Annuel du Centre de recours étudiant

Merci, Robert, pour vos actions immédiates et efficace.

Andrée, il faut qu'on se parle pour préparer des réponses (avec l'aide de Robert, Henri et Joanne), assumant que Madame Mireille va publier vendredi...

Allan

From: Robert Major
Sent: Wednesday November 12, 2008 4:58 PM
To: Allan Rock; Victor Simon; Mona Nemer; Nathalie Des Rosiers
Cc: Andrée Dumulon; Julie Cafley; Alastair Mullin
Subject: RE: Student Appeal Centre Annual Report - Rapport Annuel du Centre de recours étudiant

Gestes posés depuis ce matin :

- remis copie du rapport à Henri Wong, en lui demandant son concours pour une analyse ;
- rencontre avec Joanne St-Lewis, prof de droit commun et directrice du Centre de recherche et d'enseignement sur les droits de la personne, et lui ai remis copie du rapport. Elle a été outrée en parcourant quelques lignes, et m'a signalé à quel point elle est sévère sur la question du plagiat. Je lui ai demandé son concours pour la rédaction d'une réponse, ce qu'elle a accepté immédiatement. Elle quittait pour Toronto. Je la revois vendredi après-midi, avec Henri, à 14h00.
- communiqué avec Atef Fahim pour discuter de la situation, en insistant sur l'importance du dossier pour ses membres, étant donné qu'ils sont le *terminus a quo* et *ad quem* de tout ce processus. Lui ai remis copie des rapports. Nous nous sommes entendus pour concerter nos réactions.

Robert

Robert Major, msrc / frsc
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De : Allan Rock
Envoyé : Wednesday, November 12, 2008 10:53 AM
À : Robert Major; Victor Simon; Mona Nemer; Nathalie Des Rosiers
Cc : Andrée Dumulon; Julie Cafley; Alastair Mullin
Objet : FW: Student Appeal Centre Annual Report - Rapport Annuel du Centre de recours étudiant

We should repeat our request for the detailed information, to which she did not respond. We should also

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Vice-recteur à la gouvernance - Vice-President, Governance

From: Allan Rock
Sent: Sunday November 16, 2008 6:38 PM
To: Andrée Dumulon; Julie Cafley; Alastair Mullin
Subject: Fw: NEWS RELEASE -- Student Appeal Centre report

Attachments: evaluation sac 2008 rpt.rtf



evaluation sac
2008 rpt.rtf

We shd ask CBC radio in Ottawa to receive her on mrning program. She shd get same exposure as M Gervais.

Also let's talk tomorrow about how else to draw attention to this once Professor Saint Lewis' report is in final form.

Allan

----- Original Message -----

From: Joanne St. Lewis
To: Robert Major; Henri Wong
Cc: Allan Rock
Sent: Sun Nov 16 18:10:40 2008
Subject: RE: NEWS RELEASE -- Student Appeal Centre report

Please find attached my draft evaluation of the SAC report. I am happy to respond to any suggestions that you may have.

J.

Prof. Joanne St. Lewis

Director/Directrice

Human Rights Research & Education Centre/

Centre de recherche et d'enseignement sur les droits de la personne
Université d'Ottawa / University of Ottawa

Pavillon Fauteux / Fauteux Hall

57 Louis Pasteur

(613) 562-5775

From: Robert Major
Sent: Thursday, November 13, 2008 1:12 PM
To: Joanne St. Lewis; Henri Wong
Subject: TR: NEWS RELEASE -- Student Appeal Centre report

Info.

Vice-recteur à la gouvernance - Vice-President, Governance

From: Allan Rock
Sent: Monday November 17, 2008 11:25 AM
To: Robert Major; Victor Simon; Mona Nemer; Nathalie Des Rosiers
Cc: Andrée Dumoulon; Julie Cafley
Subject: RE: NEWS RELEASE -- Student Appeal Centre report

Robert:

I think the report is very well done. My only concern is with the first recommendation, the wording of which seems to assume that there is some racism present already. Since Professor St. Lewis has already concluded that there is no evidence of it, such wording is wrong and inconsistent with her own report.

Apart from that, the report looks very sound. I assume any press release will say that we are going to study the recommendations, since we have to consult the Senate and other interested parties before committing to the time limits and other recommended changes.

One last point. I would like Robert to be the only point of contact for us with Professor St. Lewis. Although her report is excellent, it may be criticized as not being "independent" from the administration. So far, our dealings with her have been through Robert and have been scrupulously objective. We have simply sought her view, and have imposed no limitations, constraints or conditions. She has been entirely free to say anything she wants. In order to maintain this professional and objective relationship with her, I want Robert to be the only one in communication with her. Robert can simply observe that the first recommendation seems inconsistent with her findings. It will then be up to professor St. Lewis to decide whether to make a change. If a number of people all send emails and call, we will lose that focus of professionalism and independence.

I will take this matter up with CA at noon today. Robert, will you be able to plug in by phone?

Allan

-----Original Message-----

From: Robert Major
Sent: Monday November 17, 2008 8:54 AM
To: Allan Rock; Victor Simon; Mona Nemer; Nathalie Des Rosiers
Subject: Tr: NEWS RELEASE -- Student Appeal Centre report

Collègues,

Prière de procéder rapidement à la lecture de ce document et de me dire ce que vous en pensez.

Allan, est ce que Andrée Dumoulon peut préparer un bref communiqué de presse (les premières phrases du rapport de Joanne pourraient être reprises telles quelles par le communiqué).

Robert

----- Message d'origine -----

De : Robert Major
À : Joanne St. Lewis; Henri Wong
Cc : Allan Rock
Envoyé : Mon Nov 17 08:46:02 2008
Objet : Re: NEWS RELEASE -- Student Appeal Centre report

Dear Professor St. Lewis,

May thanks to you and to Henri for your invaluable assistance.

I am away today and tomorrow, but will circulate your document to colleagues of the admin committee, and should be back to you by tomorrow.

With my best wishes,

Robert M.

----- Message d'origine -----

De : Joanne St. Lewis

À : Robert Major; Henri Wong

Cc : Allan Rock

Envoyé : Sun Nov 16 18:10:40 2008

Objet : RE: NEWS RELEASE -- Student Appeal Centre report

Please find attached my draft evaluation of the SAC report. I am happy to respond to any suggestions that you may have.

J.

Prof. Joanne St. Lewis

Director/Directrice

Human Rights Research & Education Centre/

Centre de recherche et d'enseignement sur les droits de la personne

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(613) 562-5775

From: Robert Major

Sent: Thursday, November 13, 2008 1:12 PM

To: Joanne St. Lewis; Henri Wong

Subject: TR: NEWS RELEASE -- Student Appeal Centre report

Info:

Robert Major, msrc / frsc

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De : Andrée Dumulon

Envoyé : Thursday, November 13, 2008 10:28 AM À : Allan Rock Cc : Julie Cafley; Robert Major; Alastair Mullin Objet : NEWS RELEASE -- Student Appeal Centre report

MEDIA ADVISORY

FOR IMMEDIATE RELEASE

November 12th, 2008

Mistreatment of Students, Unfair Practices and Systemic Racism at the University of Ottawa

(OTTAWA, 12/11/2008) The Student Appeal Centre (SAC), a service offered by the Student Federation of the University of Ottawa (SFUO) released its second yearly report on November 12, 2008. Last year, the SAC's first report generated significant media attention and produced important changes in University policy regarding the treatment of students.

The report titled *Mistreatment of Students, Unfair Practices and Systemic Racism at the University of Ottawa* documents many inequitable practices that govern academic appeals at the University of Ottawa. It is posted at <http://sfuo.ca/services/appeals/en/reports.html> :

This year, the report focuses on the rules and practices regarding academic fraud. It reveals that over 70% of the students who consulted the SAC concerning accusations of academic fraud in the past year are visible minorities. The report denounces the fact that students are treated as guilty until proof of the contrary. The report criticizes the severity of the sanctions imposed on students who make innocent mistakes.

The SAC report expresses several demands including a thorough revision of the University of Ottawa policy on academic fraud.

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For more information:

Mireille Gervais
Coordinator, Student Appeal Centre
Case.cresac@sfuo.ca
613-261-6647

Seamus Wolfe
Vice-President - University Affairs, Student Federation of the University of Ottawa
vp.university@sfuo.ca 613-562-5800 X 5966

Allan Rock
President, University of Ottawa
Allan.rock@uottawa.ca
613-562-5809

COMMUNIQUÉ

POUR DIFFUSION IMMÉDIATE

12 novembre, 2008

Racisme, injustice et mépris envers les étudiant(e)s à l'Université d'Ottawa

(OTTAWA, 12/11/2008) Le Centre de recours étudiant (CRÉ), un service offert par la Fédération étudiante de l'Université d'Ottawa (FÉUO) a publié son deuxième rapport annuel le 12 novembre 2008. L'année dernière, le premier rapport annuel du CRÉ avait généré beaucoup d'attention des médias et avait entraîné d'importants changements aux règlements de l'Université.

Le document s'intitulant Racisme, injustice et mépris envers les étudiant(e)s à l'Université d'Ottawa rapporte plusieurs pratiques inéquitables s'appliquant au processus d'appel de l'Université d'Ottawa. Le rapport est disponible à l'adresse suivante : <http://sfuo.ca/services/appeals/fr/reports.html>

Cette année, le rapport se consacre principalement aux questions reliées à la fraude scolaire. On y révèle que plus de 70% des étudiants qui consultent le CRÉ par rapport à des accusations de fraude scolaire font partie des minorités visibles. Le rapport dénonce le fait que les étudiants sont coupables jusqu'à preuve du contraire. Le rapport critique aussi la sévérité des sanctions qui sont imposées aux étudiants qui ont commis des erreurs de bonne foi.

Le rapport du CRÉ exprime plusieurs recommandations incluant une révision en profondeur de la politique de l'Université d'Ottawa sur la fraude scolaire.

- 30 -

Pour obtenir de plus amples renseignements:

Mireille Gervais
Coordonnatrice, Centre de recours étudiant case.cresac@sfuo.ca
613-261-6647

Seamus Wolfe
Vice-président aux affaires universitaires - Fédération étudiante de l'Université d'Ottawa vp.university@sfuo.ca 613-562-5800 x 5966

Allan Rock
Recteur, Université d'Ottawa
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(21)

Vice-recteur à la gouvernance - Vice-President, Governance

From: Allan Rock
Sent: Tuesday November 18, 2008 6:08 PM
To: Andrée Dumulon
Subject: FW: FW: final evaluation report of sac 2008 annual report

Andrée:

Can you join us in CA for this item?

From: Robert Major
Sent: Tue 18/11/2008 6:05 PM
To: Allan Rock; Victor Simon; Mona Nemer; Nathalie Des Rosiers
Cc: Andrée Dumulon; Julie Cafley
Subject: Re: FW: final evaluation report of sac 2008 annual report

Allan,

Je propose une discussion au c.a. demain.

Je suis également très heureux du rapport, et a priori Andrée devrait lui assurer une diffusion dans les deux langues aussi large que celui du manifeste auquel il répond.

Robert

----- Message d'origine -----

De : Allan Rock

À : Robert Major; Victor Simon; Mona Nemer; Nathalie Des Rosiers

Cc : Andrée Dumulon; Julie Cafley

Envoyé : Tue Nov 18 17:13:46 2008

Objet : FW: final evaluation report of sac 2008 annual report

Robert:

I think this report is excellent. Please let me know what formal steps are now appropriate: filing with the Senate? Tabling with the Board?

I am told that we can expect to receive a translation Friday.

I have some ideas with respect to communications aspects of its release and steps in follow-up. For example:

- * Professor St. Lewis would be an ideal spokesperson, if she is willing;
- * Copies of the report should be emailed to profs and to members of the Board and Senate as a pdf attachment;
- * Copies should be provided to associations on campus representing students of various regions of geographic origin;
- * Copies should specifically be delivered to student newspapers and any media outlet off-campus that carried stories about the Gervais "report";
- * Arrangements should be made to get Professor St. Lewis onto CBC morning radio (as Madame Gervais was);
- * I will put a link to the report on my blog;
- * A copy should be prominently displayed on our web-site.

There may be many other steps we should take to undo such damage as may have been done by the publication of the Gervais document. I invite Andrée to make additional suggestions, as well as to propose who should take charge of follow-up.

Robert, thank you for managing all of this with such rapidity and effectiveness.

Allan

From: Joanne St. Lewis
Sent: Tuesday November 18, 2008 4:42 PM
To: Robert Major; Allan Rock
Cc: Henri Wong; Jean-Marc Barrette
Subject: final evaluation report of sac 2008 annual report

Please find attached my final report of an evaluation of the Student Appeal Centre 2008 Annual Report. I look forward to your comments.

Prof. Joanne St. Lewis

Director/Directrice

Human Rights Research & Education Centre/

Centre de recherche et d'enseignement sur les droits de la personne

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Vice-recteur à la gouvernance - Vice-President, Governance

From: Allan Rock
Sent: Sunday November 23, 2008 5:56 PM
To: Andrée Dumulon
Cc: Julie Cafley; Alastair Mullin
Subject: RE: Varia

[REDACTED]

As to the "Executive Summary" of Professor St. Lewis' report, *it too is long, and not crystal clear*. In my view, we'd be better with the just the report *and a press release* just setting out the "top line" conclusions.

IE:

- Professor St. Lewis, who conducted evaluation, is a recognised expert in human rights, racism policy; she frequently advises outside clients;
- Professor St. Lewis concluded that Gervais Report (using her name makes it clear which one we are referring to) has no statistical value: there were simply too few cases examined from which one can responsibly draw the conclusion Gervais advocates;
- Professor St. Lewis refutes Gervais Report claim that "students unfairly bear onus". Professor St. Lewis establishes that any professor who makes an allegation is required to prove it on evidence.
- etc etc

So keep it simple, avoid words like "Evaluation Report"-- readers will ask themselves is that our report or Gervais'? Seems to me we have an important message here, and it must emerge plainly if we are to regain public and student confidence in a process that Gervais attacked (according to our expert) unfairly and unreasonably.

For what it's worth...

From: Andrée Dumulon
Sent: Sun 23/11/2008 5:09 PM
To: Allan Rock
Cc: Julie Cafley; Alastair Mullin
Subject: Varia

Bonjour M. Rock,

[REDACTED]

Release of Evaluation Report of the Student Appeal Centre 2008 Annual Report

We have received the translation of the document. Attached is an executive summary of the Evaluation Report. The report is fairly lengthy. Therefore, we thought that we would post an Executive Summary alongside the report.

Let me know what you think.

Bonne soirée,

Andrée

Victor Simon

From: Joanne St. Lewis
To: Robert Major
Cc: Allan Rock; Vice-recteur Etudes; Nathalie Des Rosiers; Mona Nemer; Victor Simon
Subject: RE: Report
Attachments:

Sent:

Hello Robert,

I just finished my interview with the CBC and I think that it went well. I tried to work in the additional info on the context of courses versus individual cases so I hope that they keep it in. I have chosen to downplay the issue of international students not understanding plagiarism since it could give credence to those who hold stereotypes against them – in a short interview a too brief statement may have been harmful.

Take care,

Joanne

Prof. Joanne St. Lewis

Director/Directrice

Human Rights Research & Education Centre/

Centre de recherche et d'enseignement sur les droits de la personne

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(613) 562-5775

From: Robert Major
Sent: Wednesday, November 26, 2008 11:26 AM
To: Joanne St. Lewis
Cc: Allan Rock; Vice-recteur Etudes; Nathalie Des Rosiers; Mona Nemer; Victor Simon
Subject: Report

Bonjour Joanne,

Many thanks for the report you crafted. The press is interesting, and enables the community to be well informed. Your contribution to the debate is remarkable.

A thought occurred to me, and I'm sorry to have missed it. The report of the SAC deals with appeals in courses.

In truth, if one calculates approximately the full-time equivalent of students (each student taking a certain number of courses per year), the number of course-registrations is approximately 240,000!

So we have a few hundred cases out of a possible number of over 200K. And the SAC is slandering the whole University on that sampling.

Best wishes,

Robert M.

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(24)

Vice-recteur à la gouvernance - Vice-President, Governance

From: Andrée Dumulon
Sent: Wednesday November 26, 2008 7:00 AM
To: Allan Rock; Robert Major
Cc: Julie Cafley; Alastair Mullin
Subject: Ottawa Citizen re: evaluation report
Importance: High

A titre d'information

No proof of systemic racism at U of O: university report ottawacitizen.com

Tue 25 Nov 2008

Section: City

Byline: Brendan Kennedy

Source: The Ottawa Citizen

OTTAWA - The University of Ottawa might have a problem with systemic racism in the way it approaches allegations of academic fraud, but a "very unprofessional" report from a student group doesn't prove it, says an internal expert asked to evaluate the accusations.

Professor Joanne St. Lewis, a lawyer and the director of the Human Rights Research and Education Centre at the university, called the report's findings "unsubstantiated, inconclusive and inflammatory."

But Ms. St. Lewis also recommends that the university assess whether systemic racism plays any part in its process for handling academic fraud.

"The fact that the report did not succeed in its methodological attempts does not mean that there is not a problem that should be addressed," she wrote.

Ms. St. Lewis was asked by the university administration to provide an independent evaluation of a report by the student-run Student Appeal Centre, released on Nov. 13, which accused the university of "systemic racism" based on its findings that of the 48 students who consulted the centre about academic fraud, 71 per cent were visible minorities.

The university declined to comment on the report when it was released, asking for time to provide a full evaluation and response.

In Ms. St. Lewis's 19-page evaluation, she criticized the centre's report for its "significant methodological errors," "apparent lack of understanding of the administrative processes of the University," and its "complete failure to conduct a systemic analysis in support of its conclusions of systemic racism."

She wrote that the centre's accusations of systemic racism are based on less than one per cent of the total university population.

"When the pool of subjects to be examined is so small, it is critically important that the data is approached cautiously and evaluated carefully," she wrote. "This does not appear to have been the case here."

She concluded her report with 10 recommendations, including that the university and the Student Appeal Centre work together to determine whether systemic racism plays any part in the academic-fraud process.

"Perhaps even with such a small pool there is something worthy of investigation and analysis," she said. Student Appeals Centre co-ordinator Mireille Gervais dismissed Ms. St. Lewis's criticism, saying she stands by the centre's report.

"It's a typical institutional response to deny the problems we are witness to on a daily basis," she said, adding that the report is not scientific, but based in the centre's experience meeting with hundreds of individual students.

"We are witness to the fact that visible minorities are more likely to run into problems through the appeal process."

Ms. St. Lewis laughed at the suggestion she was not acting independently of the university administration.

"This is my area of expertise," she said. "This is what I do. ... What she should be actually tackling is not a rhetorical flourish that says I'm not independent; she should be tackling the substance of what I said in the report and rebut the substance."

Ms. St. Lewis's full report is available in the administration and governance section of the University of Ottawa's



Andrée Dumulon

From: Andrée Dumulon
Sent: Monday March 23, 2009 8:00 AM
To: Robert Major
Cc: Mireille Leroux
Subject: RE: SAC report follow up

Bonjour M. Major,

Aucun problème – est-ce que vous avez quelques minutes pour en discuter?

Merci,

Andrée

From: Robert Major
Sent: Monday March 23, 2009 6:23 AM
To: Andrée Dumulon
Subject: Tr: SAC report follow up

Andrée,
Pour ton info.

J'aurai besoin de tes services, également, pour l'information à la communauté.

Merci,
Robert

De : Robert Major
À : Lise Villeneuve; Rachel Ouellette; Jean-Marc Barrette
Envoyé : Mon Mar 23 06:20:58 2009
Objet : Tr: SAC report follow up

Collègues,
Je vais avoir besoin de vos services pour fournir à madame St Lewis les données et les outils dont elle a besoin. Je lui ai demandé de faire vite, alors il ne faudrait pas la ralentir. On peut en parler aujourd'hui?
Robert

De : Robert Major
À : Joanne St. Lewis
Envoyé : Mon Mar 23 06:17:33 2009
Objet : Re: SAC report follow up

Dear Joanne,
I think you have made very useful observations and your reflexions on the process are quite convincing.
I don't have a problem with any of what you are bringing forward. There might be a problem with the consistancy of the data, but you will be able to advise when you have seen it.
I will look into all of this immediately and get back to you.
Many thanks,
Robert

De : Joanne St. Lewis

À : Robert Major

Cc : Allan Rock; Julie Cafley; Bruce Feldthusen

Envoyé : Fri Mar 20 14:21:45 2009

Objet : SAC report follow up

Hello Robert,

Thank you very much for your letter of March 16, 2009, received today, confirming my appointment to conduct a systemic review of the student academic fraud appeals process.

I note that you would like the report to be ready by the end of May or early June to reflect student participation. Upon reflection, I believe that the University will be vulnerable to well-founded criticism if we ask students to participate in the review process during their examination period. Furthermore, I think that the students may wish to have an opportunity to comment on the preliminary report. It would also be more fruitful for interviewees to be able to speak within the specific context of the information I have gathered specific to their area of experience otherwise I may have to duplicate my time with a follow up interview.

I will require a perspective on the actual functioning and vulnerabilities of the existing system to make effective use of any interview time with individuals whether students, administrators or faculty. I will need to look at the following data sets for the 2007-2008 academic year. I would ideally prefer to look at more than one academic year so would cover the past two academic years if that meets with your approval:

(a) data on number of academic fraud complaints and their disposition by faculty/department – to be prepared by the specific faculty of department.

(b) review of the SAC report data base

(c) obtain a report from the SASS of its experience with the academic fraud process

(d) obtain a detailed report of the Senate appeals process data

I do not believe the data sets will be necessarily consistent and each will provide insight into the current operations of the system.

The above will be best obtained by my developing a set formula for the reports from those preparing the information so the data from the various sources can be compared – definitions and elements of the process must be identical for efficacy and useful conclusions. Once this analysis is performed, certain gaps may be readily discernible or there may be certain areas which will clearly not be of any concern.

To conduct the above, I will need the assistance of a student, preferably a graduate from the Education Faculty. Once the preliminary analysis is complete, I will be able to identify who would be key interviews and the information that I would require to further the analysis.

I will of course take full account of any instances of direct discrimination but the main focus of my analysis will be the actual functioning of our academic fraud processes with an emphasis on the appeals process. Time of student interviews which will be largely impressionistic or for which I lack information from the department/faculty will not be a productive starting point. I do not believe my first interview should be with the SAC. I would like to first understand the data and then be in a position to benefit from their perspective.

I appreciate the urgency of having the report completed as soon as possible, however I think that would be a mistake to open the University up to the criticism that it was not genuinely interested in the student input and/or was insensitive to the challenges posed by the exam period and therefore rushed the report.

What I propose is the following time table:

*a public announcement to the University community that I have been appointed to conduct the review

*a letter to the SAC asking them to cooperate with me in the sharing of the data and reassuring them that I will be independent of the University and that all personal information provided will be strictly confidential and that any reports will not in any way reflect said information or be available for use by the administration

*a request to each Assistant Dean (or individual responsible by department) to cooperate with me in the provision of the information I require for the report – it would be helpful for me to have a complete list of these individuals and their contact information as well

*hiring a student by the end of April to assist in the data analysis of the various reports over the summer

*publication of the preliminary report for comment on the University and SAC website

*I will be open to student interviews through out the summer including by telephone but will make sure there is an option at the beginning of term for final student input

*I will conduct all administrative and faculty related interviews during the summer months preferably during the months of May and June

The above will expedite my capacity to elicit the necessary information.

Do note that I was already committed to a trip to Hong Kong for the Commonwealth Lawyers Association from April 3rd to 16th and am in Crete from June 7th to 20th for an international conference on health equity before learning of this new mandate.

I look forward to your comments,

Joanne

Prof. Joanne St. Lewis
Director/Directrice
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